

DEFENSE INTELLIGENCE AGENCY

National Security Education Program (NSEP) Internship

Office of Human Resources (OHR)

March 3, 2016



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This briefing is classified UNCLASSIFIED



Agenda

- Background
- Statistics
- Annual Program Execution Process



DIA NSEP Internship Program

- Background

- In 2013, in coordination with the NSEP Office, DIA developed its first graduate Pilot Internship Program. The program was developed due to an austere economic climate in which NSEP students experienced difficulty fulfilling their one-year service obligation by gaining employment in Federal Government organizations whose missions and functions are most directly related to national security.
 - Collaborative effort was proposed by the Director of the Defense Language and National Security Education Program (NSEP) Office, Dr. Michael Nugent, to DIA to develop an internship program for NSEP graduates
 - Program would be a one year internship program for students who had completed their undergraduate or graduate degree
 - Program would provide DIA with Interns with superior proficiencies in critical languages and cultures and a solid commitment to work in the public sector
- 6 DIA NSEP Interns on-boarded in 2014



DIA NSEP Internship Program

- NSEP Statistics

- Previous Years: (12 NSEP Interns Authorized)

- 2013-2014 (6 Authorized and 6 On-Boarded)

- 4 hired by DIA
 - 1 hired by NSA
 - 1 hired by private industry

- 2014-2015 (6 Authorized)

- 3 currently on-Board
 - 2 processing with Security
 - 1 declined job offer

- Current Year (20 NSEP Interns Authorized)

- 2016-2017 (Selections Pending)

- 6 Directorate of Analysis (DI)
 - 5 Directorate of Operations (DO)
 - 6 Mission Services Directorate (MS)
 - 1 Science & Technology Directorate (ST)
 - 2 Director's Special Staff



DIA NSEP Internship Program

- Annual Program Execution Process
 - Prepare proposed strategy in collaboration with key stakeholders
 - Meet with each Directorate/CCMD to increase knowledge/understanding about the NSEP Program and how it can best be used to meet their respective talent requirements
 - Collect talent requirements from each Directorate/CCMD
 - Meet with Chief Financial Officer to discuss requirements and affordability
 - Each DIA Directorate/CCMD receive allocations based on funding and mission requirements
 - Obtain Senior Leadership approval of proposed strategy
 - Communicate outcome to each Directorate/CCMD
 - Outreach
 - Partner with DIA's Recruiting Team and Center for Academic Excellence in an effort to market NSEP to colleges, universities, and professional organizations
 - Participate in IC Virtual Career Fairs to market DIA's NSEP Internship Program to eligible candidates
 - Periodic lunch and learn sessions to educate workforce on NSEP
 - Share NSEP success stories with entire Agency via OHR Newsletter



DIA NSEP Internship Program

- Annual Program Execution Process, (continued)
 - Post Vacancy Announcement in collaboration with DoD NSEP Office
 - NSEP Internship application period: October – November
 - Interns “typically” on-board August of each year
 - Prior to on-boarding Interns are assigned a sponsor to assist with acculturation
 - Once on board very “Hands on Approach” with interns
 - Periodic meetings are hosted with interns to ensure a mutually beneficial relationship
 - Upon completion of the internship, interns may be hired non-competitively
 - Interns who are not hired are placed in DIA’s Talent Pool for future consideration
- Conduct Program Evaluation with managers and NSEP interns to identify process improvement efforts

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